



## **Hillsboro Park and Recreation Community Garden Program Anti-Discrimination Policy and Code of Conduct**

### **Anti-Discrimination Policy**

It is the policy of the City of Hillsboro Parks and Recreation Community Garden Program to maintain a garden and work environment free of discrimination, including harassment. The City of Hillsboro Parks and Recreation Community Garden Program prohibits discrimination and harassment against any person because of age, ancestry, color, disability or handicap, national origin, race, religious creed, sex, sexual orientation, gender identity, or veteran status. Discrimination or harassment against program participants or staff will not be tolerated in the Community Garden Program. Direct all inquiries regarding the nondiscrimination policy to the Outdoor Recreation Manager, City of Hillsboro Parks and Recreation Department.

### **Code of Conduct**

All participants in the Hillsboro Parks and Recreation Community Garden Program (hereafter "Gardeners") agree to the following:

- Gardeners will act with respect towards others in the garden, respecting privacy and personal safety.
- No physical, verbal, or written abuse of any kind will be tolerated.
- Gardeners will observe program rules and regulations at all times as laid out in the Policy Agreement and the Hillsboro Community Gardens Information and Guidelines.
- Gardeners will not commit harassment of any persons including:
  - Laying a hand upon, striking, or threatening another gardener, City of Hillsboro staff person or volunteer, partner representative, or community member.
  - Engage in obscene gestures or objectionable demonstrations.
  - Use foul language (swearing) or abusive verbal attacks aimed at any fellow gardener, City of Hillsboro staff person or volunteer, partner representative, or community member.
  - Engage in abusive written communications with any fellow gardener, City of Hillsboro staff person or volunteer, partner representative, or community member.
  - Gardeners will leave any portion of the gardens immediately upon being told by a City of Hillsboro staff person or volunteer or partner representative.

Any City of Hillsboro representative responsible for officiating, supervising, managing or otherwise operating the Community Garden Program shall have the authority to enforce the terms of this Code. Failure of any person to abide by this Code of Conduct will result in disciplinary action, including (but not limited to):

1. Removal from the program area
2. Restriction in program participation
3. Suspension or expulsion from the program

No refund of fees shall be given for any suspension or expulsion from the program for violating the Code of Conduct. Appeals of any expulsion or suspension shall be filed in writing with the Outdoor Recreation Manager, Parks and Recreation Department, within seven days of the action. The decision of the Outdoor Recreation Manager is final.

Signed: \_\_\_\_\_ Date: \_\_\_\_\_

Garden: \_\_\_\_\_ Plot: \_\_\_\_\_